

A large, dark silhouette of a prison guard tower stands centrally against a vibrant, orange-hued sunset sky. The tower has a flat roof with a small structure on top and a single light is visible on its side. In the lower foreground, the silhouettes of prison fences and several light poles are visible.

Idaho Department of Correction

Annual Report FY07

C.L. "Butch" Otter, Governor

Brent D. Reinke, Director

Board of Correction

Robin Sandy - Carolyn Meline - Jay Nielsen



Idaho's Premier Black Hat Agency

Board of Correction

The Governor-appointed three-member Board of Correction provides oversight to the Idaho Department of Correction. Current Board members are Chairman Robin Sandy, Vice-Chair Carolyn Meline and Secretary Jay Nielsen.



The department incarcerates adult felons, supervises probationers and parolees, provides pre-sentence investigations for the courts. The department also provides rehabilitation to reduce offender risk.



The department employs 1,579 dedicated professionals serving in four divisions: Prisons, Community Corrections, Education and Treatment and Management Services.



Mission, Vision & Values

Mission

***To Protect Idaho through
Safety, Accountability, Partnerships and
Opportunities for Offender Change***

Vision

***To be valued by the citizens of Idaho
as a partner and leader in management, research,
treatment and prevention of criminal behavior.***

Values

***We value a professional environment that fosters
credibility, dignity and respect for staff,
the public and offenders.
We demand of ourselves and others...***

Honesty, Integrity, Teamwork
Flexibility and Open Communication

We model what we value

Director's Office

You may have seen the black hat of corrections, but do you know what it's all about? The man wearing the **white hat** always rescues the damsel in distress. We **black hats** are behind the scenes making certain the villain is locked up or supervised and communities around Idaho are safe.



Senator Denton Darrington recently spoke to corrections leaders from around Idaho about the dignity and respect embodied by the black hat. His words echoed my vision of the hat as a proud symbol of the cooperative spirit corrections staff and citizens in communities need to keep Idaho safe.

Staff retention is my number one priority. The black hat provides staff with a tool to talk about their contribution to Idaho's safety. We're creating a work force development plan and training remains a high priority.

Capacity concerns also remain in the forefront. Building a prison is critical in 2008. Lawmakers will see a variety of proposals. The department will provide facts as the governor and lawmakers decide Idaho's future. No matter what direction is selected, proper oversight is imperative.

Developing a secure mental health facility will help Idaho more effectively manage the growing number of mental health inmates in the prison population.

The needs are great and our vision for the future is ambitious. I envision a criminal justice system that is connected and cohesive and therefore more effective. Building those connections will help slow the flow into prisons. Some steps toward that vision include:

- A partnership with sheriffs which seeks to expand bed and treatment capacity in county jails.
- A Criminal Justice Commission study which is identifying appropriate alternatives to incarceration.

We invite you under the hat as part of the team creating a dynamic, connected future for Idaho.



Human Resource Services

Correctional Officer Pay

A pay raise for employees helped reduce correctional officer turnover this past year. The department lost more than a third of its correctional officers in FY06. During FY07, the turn-over dropped by 10%. Turn-over rates for all staff were down 3%.

Change in Compensation

The merit pay package approved during the last legislative session had a positive impact on employee morale. The department combined \$1 million in salary savings with the change in employee compensation to provide a permanent merit. A total of 1,200 employees received a 5% or better salary increase.

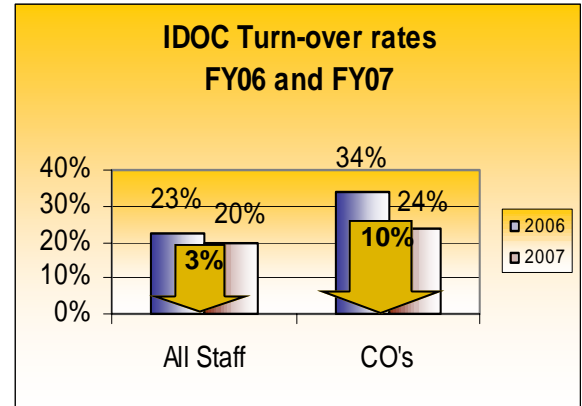


Recruitment continues to be a major focus for the DOC. Billboards, internet and movie theater ads were used to enhance recruitment efforts in FY07.

By the Numbers

The Human Resource Services staff of 13 full-time employees provides key employee services statewide to more than 1,500 staff for the Department of Correction. HR also supports Serve Idaho, Correctional Industries and the Commission of Pardons and Parole.

HR staff process new hires, promotions, background checks and payroll. They also manage disciplinary issues, disability claims and benefits enrollment. New to HR are responsibilities for the automated test system, the creation of hiring lists and classification and job analysis functions; services previously provided by the state's Division of Human Resources.



The department achieved a 10% reduction in turn-over for correctional officers in FY07.

Training

As part of a new strategy to enhance training and retention, all new recruits spent four weeks on the job before attending POST. POST trained 214 correctional officers and 26 probation and parole officers. The need for enhanced in-service training emerged as a common concern during a tour statewide by the IDOC leadership team.

A concerted effort has been made to increase in-service and supervisory training. The department is creating a work force development plan. It includes a career progression ladder and advancement in classification for correctional staff and probation and parole staff.

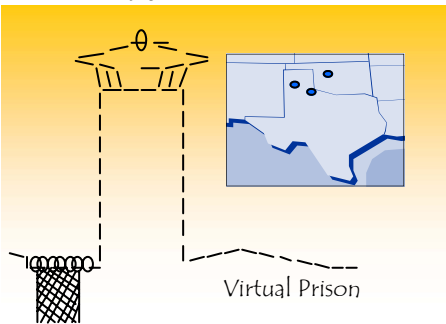
Human Resource Services	
Staff Hired	356
Staff Promoted	77
Staff Separated	298
Evaluations recorded	1681
Background checks*	1,321
*Includes IDOC employees, Correctional Industry employees, Parole Commission employees, and contract employees (Correctional Medical Services and Idaho Correctional Center)	

Prisons Division

Prison Growth

Idaho's prison population grew by 381 inmates in fiscal year 2007. Contract beds absorbed the added population.

- The Idaho Correctional Center triple-bunked portions of one unit.
- Additional inmates were sent to Texas.
- 120 inmates were sent to a private facility in Sayre, Oklahoma.
- County jails house 500 to 550 state inmates.



Virtual Prison

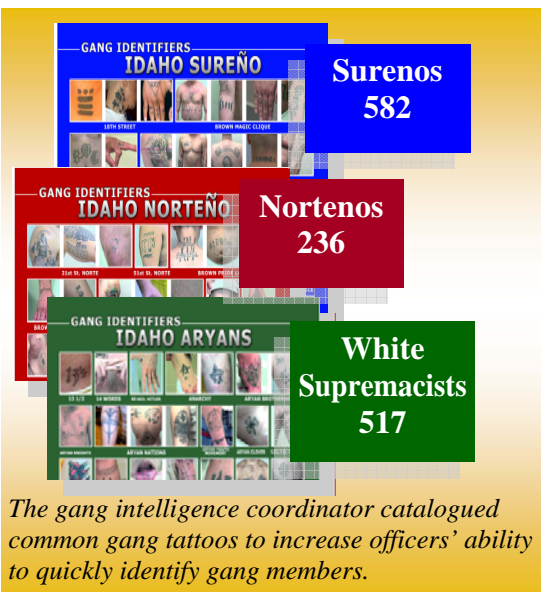
More than 2,400 Idaho inmates are housed in contract beds in three time zones. To effectively manage the growing number of inmates housed outside of state facilities, the department created a new team to manage contract bed operations. A warden and ten staff ensure quality oversight and consistent management of IDOC inmates. Contract beds house 35% of all Idaho inmates.

Inside Idaho Prisons

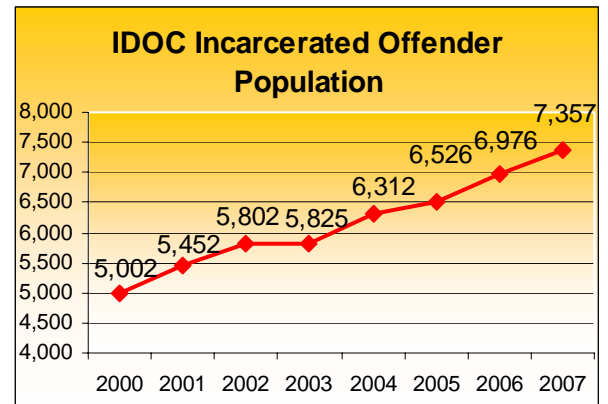
Idaho prisons are impacted by the increase of contract beds. State and contract policies limit the type of inmate that can be housed out-of-state, hardening the in-state prison population. Correctional officers model pro-social behavior, use verbal de-escalation and use the least amount of force possible to resolve incidents.

More Segregation Beds Created

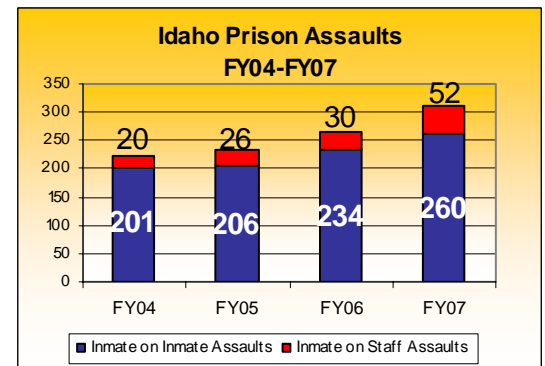
To manage the changing population, the department reduced the population at the maximum security prison to create more administrative segregation beds for problem inmates.



The gang intelligence coordinator catalogued common gang tattoos to increase officers' ability to quickly identify gang members.



The prison population grew 5.5% in FY07 to 7,357.



Assaults in Idaho prisons have increased the past four years.

Gang Intelligence Unit

The prisons division also created a gang intelligence coordinator position to help manage growing gang issues in prisons. His efforts revealed:

- 8% of IDOC offenders are affiliated with criminal gangs. That means a total of 1,610 inmates, probationers and parolees are in threat groups.
- 84%* of all violent incidents in prison involve one or more gang members.

*Prison incidents April 1 to September 15, 2007.

Prisons: Bottom Line FY07

\$55.84 bed cost per day - or - \$20,382 per year

Community Corrections Division

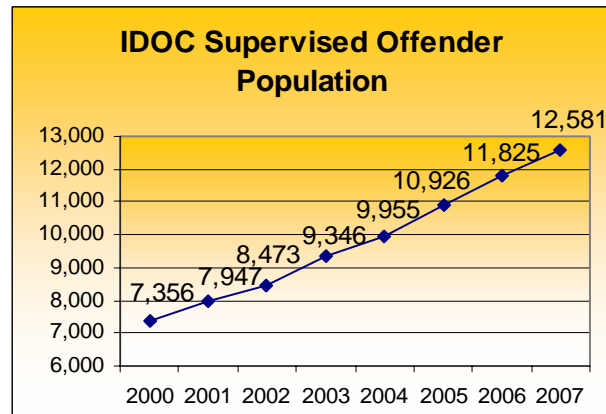
Community Corrections Growth

Most convicted felons never go to prison. Judges sentence them to probation. They live at home and keep their job while under the supervision of the Department of Correction.

The Community Corrections Division supervises probationers and parolees statewide. The guidance provided by probation and parole officers spells success for most sentenced to probation: 80% successfully complete probation.



Officers wear easily identifiable clothing, their badge and vests when doing field work such as visits to offender homes.



New Focus for Officers

Community Corrections initiated new supervision practices to match national best practices. Officers focus their attention on high and moderate risk offenders. Those that need the most attention receive it.

Probation and parole officers managed 12,581 offenders in communities statewide and the end of FY07. The population grew 6.4% during the last fiscal year.

The division issued standardized gear to make sure that officers are safe as they do their work. Officer duties include visiting offender homes; a potentially dangerous situation. All officers wear jackets or shirts with identifiable Department of Correction logos and reflective tape identifying them as a PAROLE AGENT. Parole officers work hand in hand with local law enforcement.

Presentence Investigations FY07	
Number of PSIs completed	5,391
Cost per Investigation	\$746
<i>Presentence investigators review offenders' backgrounds prior to sentencing. Their reports are essential for judges sentencing decisions.</i>	
Interstate Compact FY07 Average	
Idaho offenders supervised in other states	1,160
Out of state offenders supervised in Idaho	637
<i>The interstate compact unit manages requests to transfer felony supervision cases between states according to the rules of the federal Interstate Compact Agreement.</i>	

Community Work Centers

Five community work centers provide a bridge between prison and the community. Inmates work in the community, but live in the state facility.

CWC offenders pay 30% of their wages to help pay housing costs. During FY07 those wages brought in \$2 million for the state.

CWC offenders also provide thousands of free hours of community service work to Idaho communities each year.



Offenders housed at the Idaho Falls Community Work Center volunteered to build a playground for Head Start.

Community Corrections: Bottom Line FY07
 Probation and Parole \$3.92 supervision cost per day
 Community Work Centers \$37.85 *Inmates pay \$10.49 to defray costs

Education and Treatment Division

Education

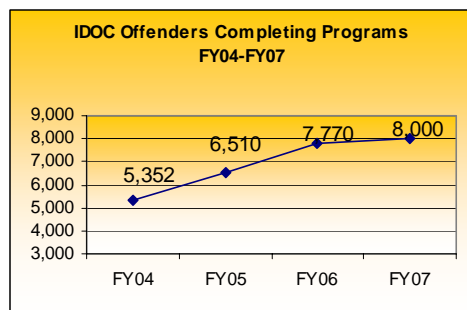
Caps and gowns in prisons are part of building a more successful future for offenders. The department's Robert Janss School held 30 graduations statewide. Giving offenders a solid educational foundation is one way to help them become contributing members of society.

While incarcerated, 572 offenders received general education diplomas (GEDs) during FY07. Additionally, the Department provides effective vocational training and workforce readiness curriculum to enable transitioning offenders the opportunity to secure stable, living wage employment.

Treatment

Correctional Programs

Programs are another essential part of building a solid foundation for success. The department provides an evidence based/best practices continuum of programs delivered by staff and qualified contractors in the areas of substance abuse, family/parenting, sex offender, mental health, criminogenic and reentry services. These services are provided in institutions, community work centers, and district probation and parole offices. 8,000 offenders completed programs last year.



A record number of offenders completed programs in FY07.

Correctional Mental Health and Medical Services

The Education and Treatment Division manages medical and mental health needs for state inmates. A staff of three oversees the \$18 million dollar medical contract with Correctional Medical Services (CMS). From dental visits to heart attacks, this contract provides service to nearly 5,000 inmates housed in IDOC facilities. A combination of department staff and CMS staff oversee the mental health needs of inmates. A third of inmates have a mental health issue.

Treatment Expansions

The opening of the **Behavioral Health Unit** at the Idaho State Correctional Institution in December significantly increased the department's short-term ability to provide mental health services in a more therapeutic environment.

The **Correctional Alternative Placement Program (CAPP)** will provide 400 short-term intensive treatment beds when operational. The contract facility will be located in the Treasure Valley.

Congratulations Graduates!



First Lady Lori Otter congratulates graduates at South Boise Women's Correctional Center (upper left); Idaho State Correctional Institution graduate; and Idaho Correctional Institution-Orofino graduates.

Education & Treatment: Bottom Line FY07
Education cost \$1.00 per day per inmate
Offender Program costs \$1.00 per day per inmate

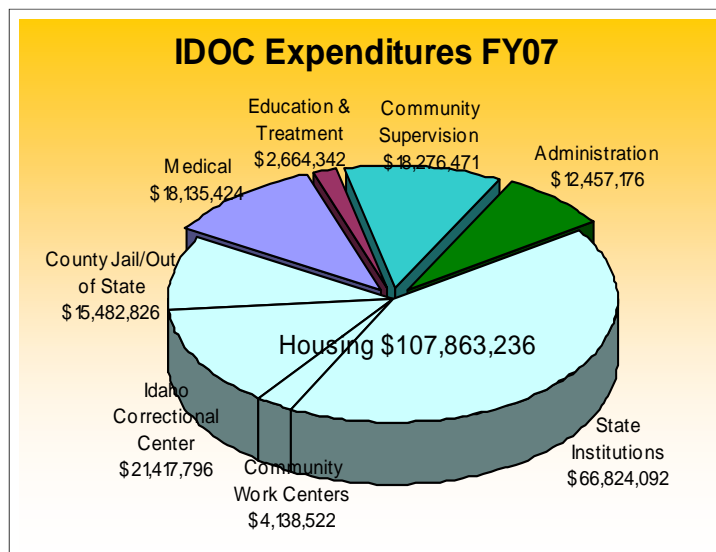
Management Services Division

Overview

Management Services Division provides business services to all of IDOC and external stakeholders. Services include budget, grants, fiscal services, offender placement, central records and dietary services, information technology, review and analysis, contract management, facilities services, quality assurance and auditing as well as Correctional Industries.

Budget

The legislature appropriated \$163.4 million to the Department of Correction in fiscal year 2007. The pie chart provides a quick review of how the funding was spent. Nearly a third of the department's budget pays for contracts for beds and medical services.



Housing and security in institutions account for 66% of the budget in FY07.

Information Technology

The information technology staff keeps computers running for 1,600 employees every day. The work load includes installing 400 new computers each year to keep ahead of the technology curve.

This year, the IT group is finalizing development of a new inmate management information system. The Correctional Integrated System (CIS) will more than triple data gathering abilities for the agency.

Correctional Industries Goes Digital

Correctional Industries went digital this year with a new machine to produce its biggest selling product: license plates. The new digital plates debuted in September.



CI helps teach offenders job skills. A total of 409 offenders were employed in CI programs in prisons and in the community. CI had \$8.6 million in sales in FY07.

Construction

Contractors will break ground at the Idaho Correctional Center in January to add a 248-bed close custody unit.

Lawmakers provided a much-needed infusion of cash to help alter and repair Idaho's aging facilities. Design work is underway on 25 projects worth \$8 million.

Life safety and structural repairs will be done first. The list includes HVAC replacements, roofs and new fire detection equipment.

Central Records

When state inmates are housed in contract beds their files must be held at the department's Central Office. To manage the increasing file load, Central Records installed a high density mobile storage system. The automated system houses 9,900 files. The system also provides a secure location for medical records of offenders on probation and parole.

Food Service FY07

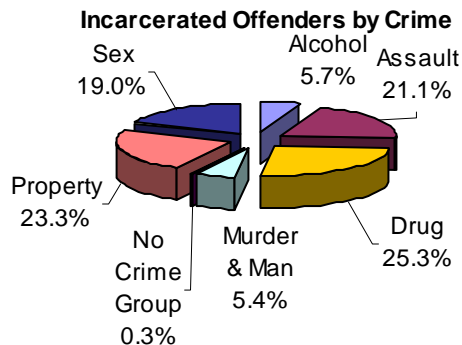
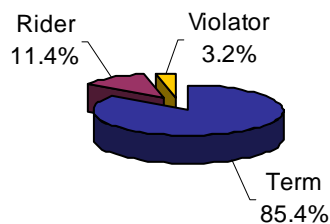
Number of meals served	4.5 million
Cost per meal served	90 cents
Inmate Transport	
Number of in-state transports	6,500



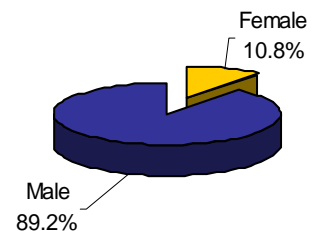
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Population Snapshot: Incarcerated Offenders

Incarcerated Offenders by Status

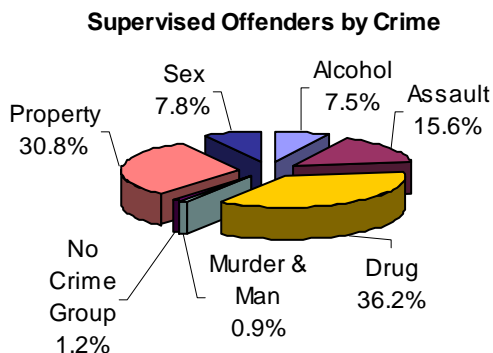
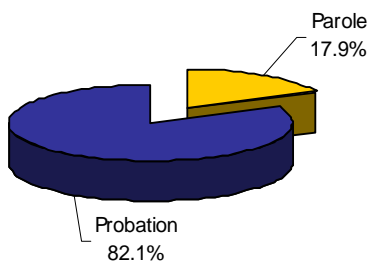


Incarcerated Offenders by Gender

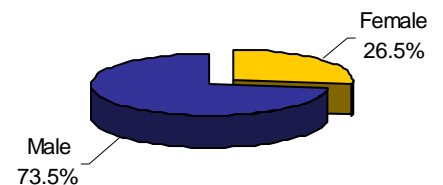


Population Snapshot: Supervised Offenders

Supervised Offenders by Status



Supervised Offenders by Gender



12,581 offenders were under community supervision by IDOC. 2,256 offenders were under parole supervision, and 10,325 offenders were supervised on probation.

See the complete IDOC Statistical FY07 Report online at: idoc.idaho.gov
Cover photo courtesy of IDOC professional Miguel Orduno, July sunset at Idaho State Correctional Institution